

ADDRESSING THE FUTURE

27. Long Range Workforce Plan

The Bureau of Intelligence and Research is a part of the Department of State's long range workforce planning. For the clerical staff, the Department has an intake projection which they try to use depending upon budgetary restraints.

For Civil Service officers, the budgetary restraints prevent a five to ten year solid projection because there is no mandatory retirement age. Projections done on retirement eligibility factors are exceedingly soft. Other hiring projections would depend upon new positions in the budget presentation; the current guidelines have not included any new positions.

For Foreign Service officers the Department has decided to maintain a steady intake of a minimum of 100 new junior officers. INR can look forward to a steady flow of mid-level officers to fill analytical and watch positions.

The individual most knowledgeable about the Department of State long range employment planning is Mr. Torrey Whitman in the Office of the Director General. He can be reached at 647-5157.